

THIS BOOK DOES  
NOT CIRCULATE  
1976-77  
SALARY GUIDE

Perc

THE BOARD OF EDUCATION FOR VOCATIONAL SCHOOLS  
IN THE COUNTY OF CAPE MAY

Resolved that the following guide for salaries be adopted for employees of the Board of Education of the Vocational Schools in the County of Cape May with these provisions.

1. This guide shall be reviewed by the Board of Education each year on or before the September board meeting.
2. Normal annual salary increments and salaries provided for in this guide may be granted by the Board of Education upon the recommendation of the Superintendent and shall in no case be below that required by State law. Increments may be increased beyond the guide limits or withheld at the board's discretion.
3. New employees may be placed on the salary guide according to their teaching experience and/or industrial experience including military experience beyond the certification requirements on a ratio of two such years of experience for one salary step, to a limit of step four on the guide.
4. Ten month employees shall be employed from September 1st to June 30th and shall receive their increments as of September 1st.
5. Twelve month employees shall be employed from July 1st to June 30th and shall receive their increments as of July 1st.
6. Pay periods shall be the 5th and 20th of each month as applicable to statements 4 & 5.
7. All salary provisions are based on the premise that the employee is properly meeting certification requirements. Adjustments from non-degree to B.S. or equiv. or upward to M.S. Degree will be made upon official receipt of documented evidence of such accomplishment.
8. Pay rates for substitutes and evening school personnel shall be as follows:
  - a. day teacher \$25.00 per day
  - b. evening school teachers
    1. teacher aide 4.50 per hour
    2. part time certificate 7.00 per hour

3.	BS degree or permanent cert.	\$8.00
4.	MS degree & beyond	9.00
9.	Administrative and other twelve month employees shall be given one month's (22 work days) vacation at a time mutually satisfactory to the employee and the superintendent.	
10.	Salary guide for instructors shall be based on the attached schedule 10a.	
11.	Salary guide for administrative staff, 12 month teachers and teacher aides shall be based on the following ratios applied to the equivalent degree position on teacher schedule 10a.	
	<u>10 Mo.</u>	<u>12 Mo.</u>
a. Teacher	1.00	1.15
b. Teacher Aide	0.60	0.70
c. Coordinator	1.25	1.45
d. Supervisor	1.45	1.65
e. Administrative Assistant	1.45	1.65
f. Business Administrator	1.55	1.80
g. Principal	1.75	2.00
h. Assistant Superintendent	1.80	2.10
i. Superintendent	2.00	2.30
12.	Department heads shall receive an additional \$400 per year for extra services rendered.	
13.	Salary guide for Secretarial and Custodial personnel shall be based on schedule 11a with the Secretary to the Board on a ratio of 1.25 as applied to schedule 11a.	
14.	When necessary to calculate a daily rate for employees the figure 1/200 for 10 month employees and 1/250 for 12 month employees of the annual base salary shall be used.	

Approved: September 3, 1975

## CAPE MAY COUNTY VOCATIONAL TECHNICAL CENTER

## SCHEDULE 10A

## CERTIFIED INSTRUCTORS

	A. Non Degree	B. BS Degree <u>or Equiv.</u>	C. Masters <u>Degree</u>
1.	\$ 8600.00	\$ 9300.00	\$ 10,100.00
2.	9050.00	9750.00	10,550.00
3.	9500.00	10,200.00	11,000.00
4.	9950.00	10,650.00	11,450.00
5.	10,400.00	11,100.00	11,900.00
6.	10,850.00	11,550.00	12,350.00
7.	11,300.00	12,000.00	12,800.00
8.	11,750.00	12,450.00	13,250.00
9.	12,200.00	12,900.00	13,700.00
10.	12,650.00	13,350.00	14,150.00
11.	13,100.00	13,800.00	14,600.00
12.	13,550.00	14,250.00	15,050.00

- A. regular increments of \$450.00
- B. adjustment increment equal to regular increment or portion thereof.
- C. equivalency in B means shop teacher with permanent regular certificate.
- D. anyone reaching final step on guide after eleven years in this system and in same position shall be placed on guide with full adjustment.

Approved: 9/3/75